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1. BACKGROUND INFORMATION

1.1. Partner country

Montenegro

1.2. Contracting authority

Javno preduzeće za nacionalne parkove Crne Gore (Public Institution for National Parks of Montenegro), 81000 Podgorica Trg vojvode Bećir-bega Osmanagića 16

1.3. Country background

Montenegro is implementing EU-funded cross-border cooperation projects under the Interreg IPA South Adriatic Programme, including the LASPEH 2.0 project, aimed at strengthening the protection, restoration and sustainable management of biodiversity and natural habitats in the South Adriatic area. As part of its national and EU integration commitments, Montenegro is progressively aligning its environmental policies and practices with the EU environmental acquis, including obligations related to the conservation and restoration of natural habitats, protection of species, and sustainable management of water-dependent ecosystems. Particular attention is given to sensitive and vulnerable habitats, such as peatlands and wetlands, which play a key role in biodiversity conservation, climate regulation and ecosystem resilience. Within this context, the LASPEH 2.0 project addresses the need to improve the knowledge base, planning tools and management capacities for priority habitats and species through applied field research, development of evidence-based conservation plans and testing of pilot conservation measures.

The preparation of a dedicated **Conservation Plan** for the **Barno Lake** peatland represents a strategic contribution to these efforts, ensuring that future management and restoration actions are grounded in reliable scientific data and aligned with EU policy objectives and best practices.

1.4. Current situation in the sector

The implementation of the **LASPEH 2.0** project includes activities aimed at the protection, restoration and sustainable management of priority habitats and species, which require comprehensive field-based ecological and hydrological assessments, as well as specialised technical expertise for conservation planning. These activities must be supported by reliable scientific data, site-specific analyses and integrated assessments covering biodiversity, habitat conditions and water-dependent ecosystem processes.

In addition to existing institutional capacities, the preparation of a dedicated Conservation Plan for the Barno Lake peatland requires coordinated field surveys, data analysis, mapping and planning tasks across multiple thematic areas, including fauna, flora, vegetation, hydrology and hydrogeology. Given the scope and complexity of these requirements, the Contracting Authority requires external professional support to ensure the timely delivery of high-quality technical studies and the development of an evidence-based Conservation Plan, in full compliance with project objectives and relevant EU environmental policy frameworks.

1.5. Related programmes and other donor activities

The contract directly supports the implementation of the **LASPEH 2.0** project financed under the **Interreg IPA South Adriatic Programme**. The services under this contract complement existing institutional capacities and do not duplicate other donor-funded assistance.

2. OBJECTIVES & EXPECTED OUTPUTS

N.B. The objectives (overall and specific) and outputs are derived from the related Action Document (**Description of Action for LASPEH 2.0 project**). Only the relevant components of the Action Document are to be considered for this contract and used to design the results chain that the contractor will develop further in the Organisation and Methodology, including (if applicable) the Logframe as per template provided in **annex b8g**.

2.1. Overall objective

To enhance the protection and long-term resilience of the peatland habitat at **Barno Lake**, located in **Durmitor National Park (Montenegro)**, by developing an evidence-based and site-specific Conservation Plan aligned with the *EU Nature Restoration Law* and relevant EU nature directives, which will serve as the technical and operational basis for the planning, implementation and testing of concrete conservation actions within the LASPEH 2.0 project.

2.2. Specific objective(s)

The specific objectives of this contract are to:

- prepare an evidence-based and site-specific **Conservation Plan for the Barno Lake** peatland habitat, through the collection, review and analysis of available data and targeted field surveys, including the identification of key ecological and hydrological issues, pressures and risks, and the definition of feasible solutions to strengthen ecosystem resilience;
- assess the relevant management, institutional and regulatory context applicable to the site, including procedures related to the implementation of European nature directives and the EU Nature Restoration Law, identify existing gaps and constraints, and translate these findings into practical and operational conservation and restoration measures;
- define a set of prioritised and implementable conservation and/or restoration measures, including nature-based solutions where relevant, together with an appropriate monitoring framework, enabling the Contracting Authority to implement and test a selected concrete action at Barno Lake and to contribute to transferable approaches and solutions within the programme area.

2.3. Expected outputs to be achieved by the contractor

The contractor shall deliver the following outputs related to the implementation of the **LASPEH 2.0 project**. The services shall be paid on the basis of delivery and approval of the specified outputs.

The financial offer shall include a breakdown indicating the price for each expected output.

No.	Expected Output	Minimum Technical and Organisational Specifications	Target Value
1	Data collection methodology and detailed workplan	<p>A comprehensive data collection methodology and detailed workplan defining the overall technical approach for the preparation of the Conservation Plan for the Barno Lake peatland habitat. The output shall include, at a minimum:</p> <ul style="list-style-type: none"> - a structured desk review plan identifying available data sources, previous studies, maps, datasets and relevant policy or planning documents to be reviewed; - a detailed fieldwork methodology for each thematic area covered under the contract (flora, vegetation, fauna groups, hydrology, hydrogeology and geology), including survey methods, indicative survey periods, required expertise and estimated level of effort; - a detailed fieldwork schedule and sequencing of activities for the Barno Lake site, clearly linked to the overall contract timeline; - a proposed analytical framework describing how collected data will be analysed and synthesised, including baseline assessment, identification of key issues and pressures, definition of conservation objectives, and formulation of conservation and restoration measures; - identification of potential risks, constraints and assumptions affecting data collection and analysis, together with proposed mitigation measures; - a proposed outline and structure of the Conservation Plan, including indicative chapters and annexes. <p>The methodology and workplan shall demonstrate a clear and coherent approach aligned with the project logic of developing conservation plans through data collection, issue identification and solution definition, and shall be consistent with the objectives of the EU Nature Restoration Law and relevant EU nature directives.</p>	1
2	Field baseline assessment package (data + technical note)	<p>Field-based ecological assessment of the Barno Lake peatland habitat and its immediate catchment, providing a consolidated baseline for conservation and restoration planning. The output shall include:</p> <p>Field-based ecological assessment of the Barno Lake peatland habitat and its immediate catchment area;</p> <ul style="list-style-type: none"> - assessment of habitat condition and identification of key ecological features; - mapping of habitat extent, condition and main pressures affecting the site; - photo documentation and georeferenced observation points; - concise technical note summarising key findings relevant for conservation and restoration planning; - structured dataset (raw and cleaned) suitable for future monitoring and for informing the implementation and testing of soft pilot actions, including monitoring actions and nature-based solutions. 	1

3	Report on Herpetofauna in Barno Lake	<p>Field-based assessment of herpetofauna (reptile species) within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including methods adapted to reptile ecology (e.g. visual encounter surveys, refugia searches), spatial coverage, survey timing appropriate to reptile activity periods, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded reptile species, including information on conservation status at national and EU level where applicable, without legal interpretation; • analysis of habitat use, thermal and structural habitat requirements, and spatial behaviour of recorded species, with explicit reference to peatland-associated terrestrial and semi-aquatic habitats; • identification, delineation and mapping of key habitats, microhabitats and functional areas of importance for herpetofauna conservation, provided as GIS-ready spatial layers; • spatial analysis of reptile distribution in relation to habitat structure, microclimatic conditions, disturbance factors and other relevant pressures; • assessment of sensitivities and vulnerabilities of herpetofauna in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to reptile populations and habitats; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
4	Report on Batrachofauna in Barno Lake	<p>Field-based assessment of batrachofauna (amphibian species) within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including methods adapted to amphibian ecology (e.g. visual encounter surveys, auditory surveys, dip-netting where appropriate), spatial coverage, survey timing aligned with amphibian phenology and breeding periods, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded amphibian species, including information on conservation status at national and EU level where applicable, without legal interpretation; • analysis of habitat use, breeding habitat requirements and life-cycle dependencies of recorded species, with explicit reference to aquatic and semi-aquatic peatland habitats; • identification, delineation and mapping of key breeding sites, aquatic habitats and terrestrial refuge areas of importance for batrachofauna conservation, provided as GIS-ready spatial layers; • spatial analysis of amphibian distribution in relation to hydrological conditions, water level dynamics, disturbance factors and other pressures relevant to the group; • assessment of sensitivities and vulnerabilities of batrachofauna in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to amphibian populations and habitats; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1

5	Report on Fauna of terrestrial invertebrates in Barno Lake	<p>Field-based assessment of terrestrial invertebrate fauna within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including sampling techniques appropriate for terrestrial invertebrates (e.g. pitfall trapping, sweep netting, hand collecting or other relevant methods), spatial coverage, survey timing adapted to seasonal activity patterns, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded invertebrate taxa, identified to the highest feasible taxonomic resolution, including information on conservation relevance at national and EU level where applicable, without legal interpretation; • analysis of habitat associations, functional roles and indicator value of recorded taxa, with explicit reference to peatland-specific terrestrial habitats and microhabitats; • identification, delineation and mapping of key habitat features, microhabitats and areas of importance for terrestrial invertebrate diversity, provided as GIS-ready spatial layers; • spatial analysis of invertebrate distribution in relation to habitat condition, disturbance factors, land-use pressures and other relevant constraints; • assessment of sensitivities and vulnerabilities of terrestrial invertebrate communities in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to terrestrial invertebrate communities; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
6	Report on Fauna of aquatic invertebrates	<p>Field-based assessment of aquatic invertebrate fauna within the Barno Lake peatland and associated surface water bodies, providing scientifically robust inputs for conservation and restoration planning under the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including sampling techniques appropriate for aquatic invertebrates (e.g. kick sampling, net sampling, trapping or equivalent methods), spatial coverage, survey timing adapted to hydrological conditions and seasonal dynamics, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded aquatic invertebrate taxa, identified to the highest feasible taxonomic resolution, including information on conservation relevance at national and EU level where applicable, without legal interpretation; • analysis of habitat associations, functional roles and sensitivity to hydrological and water quality conditions of recorded taxa, with explicit reference to peatland-associated aquatic habitats; • identification, delineation and mapping of key aquatic habitats, functional zones and sampling locations of importance for aquatic invertebrate communities, provided as GIS-ready spatial layers; • spatial analysis of aquatic invertebrate distribution in relation to water regime characteristics, habitat condition, disturbance factors and other relevant pressures; • assessment of sensitivities and vulnerabilities of aquatic invertebrate communities in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to aquatic invertebrate communities; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1

7	Report o Bryophilous Fauna	<p>Field-based assessment of bryophilous fauna within the Barno Lake peatland, focusing on faunal assemblages associated with bryophyte-dominated microhabitats (including moss carpets, hummocks, wet bryophyte mats and transitional moss–peat interfaces), providing scientifically robust inputs for conservation and restoration planning under the Conservation Plan.</p> <p>The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including sampling techniques appropriate for bryophilous fauna spatial coverage, survey timing adapted to moisture regimes and seasonal dynamics of bryophyte habitats, and survey effort sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded bryophilous taxa, identified to the highest feasible taxonomic resolution, including information on conservation relevance at national and EU level where applicable, without legal interpretation; • analysis of habitat associations, functional roles and sensitivity of recorded taxa in relation to bryophyte species composition, moisture gradients, microtopography and substrate conditions characteristic of peatland environments; • identification, delineation and mapping of key bryophyte-dominated habitats, functional microhabitat zones and sampling locations of importance for bryophilous fauna, provided as GIS-ready spatial layers; • spatial analysis of bryophilous fauna distribution in relation to hydrological regime, bryophyte habitat condition, disturbance factors and other relevant pressures; • assessment of sensitivities and vulnerabilities of bryophilous faunal communities in relation to current and potential pressures, including implications for peatland conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations for defining concrete conservation and/or restoration measures, as well as corresponding monitoring indicators applicable to bryophilous fauna and bryophyte-associated microhabitats; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
8	Report on Ornitofauna in Barno Lake	<p>Field-based assessment of avifauna (bird species) within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including observation-based methods appropriate for avifauna, spatial coverage, survey timing adapted to seasonal and breeding cycles, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded bird species, including information on conservation status at national and EU level where applicable, without legal interpretation; • analysis of habitat use, breeding status and behavioural patterns of recorded species, with explicit reference to peatland and wetland-associated habitats; • identification, delineation and mapping of key areas, breeding sites and functionally important zones for avifauna conservation, provided as GIS-ready spatial layers; • spatial analysis of avifauna distribution in relation to habitat condition, disturbance factors (e.g. human presence, noise) and other relevant pressures; • assessment of sensitivities and vulnerabilities of avifauna in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to avifauna populations and habitats; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1

9	Report on Vascular flora and vegetation in Barno Lake	<p>Field-based assessment of vascular flora and vegetation within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including vegetation and floristic survey methods (e.g. relevés, transects, plot-based surveys or equivalent techniques), spatial coverage, survey timing adapted to vegetation phenology, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded vascular plant species, including information on conservation status at national and EU level where applicable, without legal interpretation; • analysis of vegetation structure, species composition and habitat characteristics, with explicit reference to peatland-associated plant communities and habitat types; • identification, delineation and mapping of vegetation units, habitat types and areas of conservation importance, provided as GIS-ready spatial layers; • spatial analysis of vegetation patterns in relation to hydrological conditions, habitat condition, disturbance factors and other relevant pressures; • assessment of sensitivities and vulnerabilities of vascular flora and vegetation communities in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to vegetation and habitat types; • delivery of complete datasets (raw and cleaned), GIS layers, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
10	Report on Mycoflora of the in Barno Lake	<p>Field-based assessment of mycoflora (fungal communities) within the Barno Lake peatland and its immediate surroundings, designed to provide a robust scientific basis for the definition of conservation and restoration measures and associated monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of applied survey methodologies, including field observation and sampling approaches appropriate for fungi, spatial coverage, survey timing adapted to seasonal fruiting patterns, and survey effort, sufficient to ensure reproducibility and assessment of data reliability; • a structured and georeferenced dataset of recorded fungal taxa, identified to the highest feasible taxonomic resolution, including information on conservation relevance at national and EU level where applicable, without legal interpretation; • analysis of substrate associations, ecological roles and habitat preferences of recorded taxa, with explicit reference to peatland-associated substrates and habitats; • identification, delineation and mapping of key substrates, habitat features and areas of importance for mycoflora diversity, provided as GIS-ready spatial layers where feasible; • spatial analysis of mycoflora distribution in relation to habitat condition, moisture regime, disturbance factors and other relevant pressures; • assessment of sensitivities and vulnerabilities of mycoflora communities in relation to current and potential pressures, including implications for conservation and restoration planning; • clear technical inputs for the Conservation Plan, including recommendations relevant for defining concrete conservation and/or restoration measures and corresponding monitoring indicators applicable to fungal communities and habitats; • delivery of complete datasets (raw and cleaned), GIS layers where applicable, and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1

11	<p>Hydrological report on Barno Lake</p>	<p>Field-based hydrological assessment of the Barno Lake peatland system and its immediate catchment, providing a quantitative/qualitative baseline and hydrology-driven inputs for conservation/restoration measures and monitoring indicators within the Conservation Plan. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of the hydrological assessment approach, including spatial coverage (peatland body, lake, inflow/outflow zones, contributing catchment), timing/seasonality considerations, and survey effort; • compilation and critical review of all available hydrological and meteorological information relevant to the site (existing measurements, maps, local knowledge, project/authority records), including a gap analysis of missing data required for robust planning; • site hydrological characterisation describing the water regime of the peatland, including identification and mapping of inflows/outflows, surface drainage patterns, potential seepage zones, and water retention/storage features; • conceptual hydrological model of the system (narrative + schematic), covering key components (precipitation–runoff interactions, lake–peatland connectivity, surface flow paths, seasonal dynamics) and linkages to peatland functionality; • baseline assessment of water level dynamics and hydrological condition, including definition of reference points/benchmarks for monitoring (e.g. gauge locations), and interpretation of observed conditions in relation to peatland requirements; • identification, characterisation and spatial mapping of hydrology-related pressures and risks (e.g. disturbance of flow paths, compaction, erosion, potential drainage impacts, infrastructure/trails, abstraction risks where applicable), including implications for peatland integrity and resilience; • hydrology-driven technical inputs for measure design, including recommendations for concrete conservation/restoration measures (e.g. retention/rewetting options, flow-path protection, disturbance control, nature-based solutions) and design considerations/constraints; • definition of a minimum hydrological monitoring framework: proposed indicators, monitoring locations, measurement frequency, basic field protocols, data management approach, and linkage to reporting needs under the Conservation Plan and pilot action testing; • delivery of structured datasets (raw and cleaned) and spatial deliverables, including GIS-ready layers (e.g. catchment boundary, inflow/outflow points, flow paths, monitoring points, mapped pressure hotspots) and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
12	<p>Hydrogeology report on Barno Lake</p>	<p>Field-based and desk-based hydrogeological assessment of the Barno Lake peatland system and its wider geological and hydrological setting, providing a technically robust basis for understanding groundwater–surface water interactions and their implications for peatland conservation and restoration. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of the hydrogeological assessment approach, including spatial scope (peatland body, lake basin, surrounding geological units and contributing zones), applied methods, data sources and limitations; • compilation, review and interpretation of available geological, hydrogeological and geotechnical information relevant to the site, including existing maps, borehole or spring data where available, and identification of key data gaps; • characterisation of hydrogeological units and subsurface conditions influencing the peatland, including lithology, stratigraphy, permeability characteristics and groundwater storage properties; • assessment of groundwater–surface water interactions, including groundwater inflow and outflow zones, connectivity between aquifers, lake and peat deposits, and seasonal variability of groundwater contribution to peatland water balance; • development of a conceptual hydrogeological model (narrative description supported by schematic cross-sections), illustrating groundwater flow paths, recharge/discharge areas, and their relevance for peatland hydrological stability; • identification, characterisation and spatial delineation of hydrogeology-related pressures and risks (e.g. changes in recharge conditions, subsurface drainage, compaction, abstraction pressures where applicable), including implications for peatland conservation and restoration objectives; • hydrogeology-driven technical inputs for conservation and restoration planning, including constraints and opportunities for water retention, rewetting or flow stabilisation measures, and their interaction with surface hydrology and ecological requirements; • definition of hydrogeological monitoring considerations, including recommended indicators, monitoring locations, observation methods (qualitative or quantitative), and integration with the overall monitoring framework of the Conservation Plan; • delivery of structured datasets (raw and cleaned) and spatial deliverables, including GIS-ready layers (e.g. hydrogeological units, springs, seepage zones, recharge/discharge areas, conceptual cross-sections where spatially represented) and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1

13	Geology report on Barno Lake	<p>Geological and geomorphological assessment of the Barno Lake area, providing a technically robust baseline for understanding substrate conditions, landform development and geological controls relevant to peatland formation, hydrology and conservation/restoration planning. The report shall include, at a minimum:</p> <ul style="list-style-type: none"> • a clear description of the geological assessment approach, including spatial scope (peatland body, lake basin and surrounding terrain), applied methods, data sources and limitations; • compilation, review and interpretation of available geological and geomorphological information, including existing maps, regional and local stratigraphic data, and relevant literature; • characterisation of lithological units and stratigraphy influencing the Barno Lake area, including description of bedrock and superficial deposits relevant to peat accumulation and stability; • assessment of geomorphological features and processes, including landform types, slope conditions, erosion and sedimentation patterns, and their relevance for peatland integrity and hydrological behaviour; • identification and spatial delineation of geological constraints and sensitivities relevant to conservation and restoration planning (e.g. substrate stability, erosion-prone zones, material characteristics influencing water retention); • analysis of geological controls on hydrological and hydrogeological processes, with explicit reference to peatland formation, water retention and connectivity; • geology-driven technical inputs for conservation and restoration planning, including implications for the feasibility, design and durability of proposed conservation or restoration measures; • delivery of structured datasets (raw and cleaned) and spatial deliverables, including GIS-ready layers (e.g. lithological units, geomorphological features, sensitive zones) and supporting cartographic outputs suitable for direct integration into the Conservation Plan and its annexes. 	1
14	Conservation Plan for Barno Lake habitat	<p>Preparation of an evidence-based, site-specific Conservation Plan for the Barno Lake peatland habitat, developed on the basis of desk review and integrated analysis. The Conservation Plan shall include, at a minimum:</p> <ul style="list-style-type: none"> • a comprehensive baseline description and diagnostic assessment of the peatland system, integrating habitat condition, species groups, hydrological regime, hydrogeological context and geological characteristics; • a structured analysis of pressures and threats, including identification, characterisation and prioritisation of factors affecting peatland integrity, functionality and long-term resilience; • definition of clear, measurable and site-specific conservation and restoration objectives, explicitly linked to baseline conditions, identified pressures and relevant EU nature restoration priorities; • a coherent and prioritised set of conservation and/or restoration measures, including feasible nature-based solutions where applicable, with justification of prioritisation criteria and relevance to peatland functioning; • an implementation framework defining roles and responsibilities, sequencing of measures, interdependencies between actions and an indicative implementation timeline suitable for project-level testing; • a monitoring framework defining indicators, minimum monitoring protocols, monitoring locations and frequencies, designed to support the implementation, testing and reporting of selected conservation actions and to generate transferable technical recommendations within the programme area; • a dedicated annex package providing full technical support to the Plan, including structured datasets (raw and cleaned), GIS-ready maps and spatial layers, photographic documentation, and any field forms, templates or technical tools developed during the assignment. <p>The Conservation Plan shall be internally coherent, technically robust and directly applicable as the technical basis for decision-making, implementation and evaluation of conservation and restoration actions at Barno Lake, in line with the objectives of the LASPEH 2.0 project.</p>	1

15	<p>Report on Presentation of Research Findings</p>	<p>Preparation of a technical report documenting the presentation and dissemination of research findings and proposed conservation and restoration measures developed under this contract, with the explicit obligation that all experts engaged in data collection and thematic assessments contribute to the presentation of their respective findings.</p> <p>The output shall include, at a minimum:</p> <ul style="list-style-type: none"> • confirmation and description of the mandatory participation of all thematic experts (fauna, flora, hydrology, hydrogeology, geology and related fields) in the presentation and explanation of data collected, analytical results and conclusions relevant to their area of expertise; • structured presentation of key datasets, analytical results and interpretations generated under each thematic assessment, presented in a technically coherent and accessible manner for the Contracting Authority and relevant site managers; • presentation of the proposed conservation and restoration measures, including explanation of their scientific rationale, expected effects and linkages to the underlying research findings; • documentation of the presentation and dissemination activities carried out (e.g. technical briefings, validation meetings or workshops), including agenda, list of participants and minutes; • summary of questions, comments and feedback received during the presentation activities, with clarification of how these were addressed or reflected in the Conservation Plan and proposed measures; • annexes including presentation materials, visual outputs and any supporting technical documentation used during the dissemination process. <p>This output shall ensure that the scientific and technical basis of the Conservation Plan and proposed measures is clearly communicated, validated and understood by the Contracting Authority and relevant stakeholders, and that all contributing experts actively support the transfer and interpretation of knowledge generated under the contract.</p>	1
16	<p>Guidelines to Support Protected Area Management Plans in Aligning with the EU Nature Restoration Law</p>	<p>Preparation of a technical guidance document aimed at supporting protected area authorities in aligning existing and future management plans with the requirements and objectives of the EU Nature Restoration Law, using insights and lessons learned from the LASPEH 2.0 project and the Barno Lake case study. The Guidelines shall be structured as a practical and transferable tool and shall include, at a minimum:</p> <ul style="list-style-type: none"> • an analytical overview of the regulatory and policy framework relevant to nature restoration in the programme area, including key provisions of the EU Nature Restoration Law and their implications for protected area management planning; • assessment of current management plans of protected areas, identifying common gaps, limitations and areas requiring improvement in relation to nature restoration objectives; • practical guidance on integrating EU Nature Restoration Law requirements into protected area management plans, including recommended planning approaches, objectives, measures, indicators and monitoring considerations; • illustrative examples and recommendations derived from the Barno Lake Conservation Plan and proposed measures, demonstrating how restoration-oriented planning can be operationalised; • a set of actionable recommendations and checklists to support protected area authorities in updating or developing management plans in line with EU nature restoration priorities. <p>The Guidelines shall be prepared in a clear, structured and technically sound manner, enabling their direct use by protected area managers and planners across the programme area.</p>	1

3. ASSUMPTIONS & RISKS

3.1. Assumptions underlying the project

The successful implementation of the contract and timely delivery of all outputs are based on the following assumptions:

- the timely availability and provision by the Contracting Authority of relevant background information, site documentation, spatial data and technical instructions necessary for the preparation of the Conservation Plan and associated technical outputs;
- timely facilitation of access to the Barno Lake site and its surrounding area within Durmitor National Park for the purposes of field surveys and expert assessments, including the issuance of any required internal permits, approvals and coordination with site management and relevant park services;
- availability of suitable weather conditions and seasonal windows enabling the planned fieldwork to be carried out in accordance with accepted scientific practice and with sufficient data quality for peatland habitat assessment, conservation planning and monitoring design;
- effective coordination and communication between the Contracting Authority, relevant park services and site managers, and the Contractor throughout all stages of the assignment, including data collection, drafting, review, validation and finalisation of the Conservation Plan;
- continued applicability and stability of the relevant EU policy and regulatory framework used as a reference for the assignment, including the EU Nature Restoration Law, EU biodiversity objectives and related directives, and the availability of sufficient guidance to reflect these requirements in the Conservation Plan;
- a stable implementation timetable of LASPEH 2.0 activities relevant to the Conservation Plan and subsequent testing of soft actions (e.g. monitoring actions and nature-based solutions), allowing the Plan to be used as a technical basis for implementation within the project timeframe.

3.2. Risks

The following risks may affect the implementation of the contract and the delivery of outputs:

- adverse weather conditions and extreme events (e.g. prolonged droughts, heavy precipitation or flooding episodes) may restrict physical access to the site, limit the feasibility of field surveys within the planned periods, and/or influence baseline ecological and hydrological conditions during assessment;
- delays in obtaining site access clearances, permits, logistical support or coordination with relevant services may affect the timing, scope and completeness of field data collection activities;
- limitations in available data (e.g. lack of recent baseline datasets, insufficient historical monitoring information, or inconsistencies between existing sources) may necessitate additional field verification, extended surveys or methodological adjustments to ensure scientifically robust and defensible conclusions;
- changes in the sequencing or timing of LASPEH 2.0 project activities (including training activities or the final selection of concrete soft actions based on Conservation Plans) may require adjustments to the prioritisation, sequencing or implementation framework proposed within the Conservation Plan;
- external constraints beyond the control of the Contracting Authority or the Contractor (e.g. force majeure events, restrictions affecting field mobility, or other institutional or regulatory constraints) may impact the Contractor's ability to conduct fieldwork, expert coordination or presentation and validation activities as initially scheduled.

4. SCOPE OF THE WORK

4.1. General

4.1.1. Description of the assignment

The scope of this contract covers the provision of specialised ecological, hydrological and conservation planning services required for the preparation of an evidence-based and operational Conservation Plan for the peatland habitat at Barno Lake, located within Durmitor National Park (Montenegro). The assignment is implemented within the framework of the LASPEH 2.0 project and shall be carried out in alignment with the objectives, principles and relevant provisions of the EU Nature Restoration Law, as well as other applicable EU nature and biodiversity policy frameworks.

The assignment shall be implemented through a phased and integrated approach, ensuring logical sequencing of activities, scientific robustness of outputs and their direct applicability for conservation action planning and testing.

Phase	Description of activities
Inception, desk review and methodological set-up	<p>During the inception phase, the Contractor shall establish the technical and organisational basis for the assignment. This phase shall include a comprehensive desk review of all available background information relevant to the Barno Lake peatland, including previous studies, monitoring data, spatial datasets, management documents and applicable policy and regulatory frameworks.</p> <p>Based on the desk review, the Contractor shall define and finalise the data collection methodology and detailed workplan, including field survey design, thematic scope, sequencing of activities, analytical framework, risk considerations and mitigation measures. The methodology shall be tailored to peatland ecosystems and aligned with the objectives of the EU Nature Restoration Law and project-specific requirements.</p>
Field-based data collection and thematic assessments	<p>In this phase, the Contractor shall carry out coordinated and targeted field-based surveys covering all relevant components of the peatland system. Field activities shall be implemented by qualified experts in their respective thematic areas, including fauna, flora and vegetation, hydrology, hydrogeology and geology.</p> <p>The Contractor shall ensure that data collection methods are scientifically appropriate, seasonally adapted and sufficiently comprehensive to support conservation and restoration planning. All collected data shall be georeferenced where applicable, documented and compiled into structured datasets and spatial outputs. Throughout this phase, coordination with the Contracting Authority and site management shall be maintained to ensure access, logistical support and alignment with site-specific constraints.</p>
Data analysis, baseline diagnosis and pressure assessment	<p>Following the completion of field surveys, the Contractor shall analyse all collected and reviewed data to develop an integrated baseline diagnosis of the Barno Lake peatland habitat. This analysis shall synthesise ecological, hydrological, hydrogeological and geological findings to characterise habitat condition, functional processes and interdependencies.</p> <p>The Contractor shall identify, characterise and prioritise pressures and threats affecting the peatland, including those related to hydrology, land use, disturbance and management practices. The outcomes of this phase shall provide a clear evidence base for defining conservation and restoration objectives and measures.</p>
Conservation and restoration planning	<p>Based on the baseline diagnosis and pressure analysis, the Contractor shall define clear, site-specific conservation and restoration objectives aligned with EU nature restoration priorities. The Contractor shall identify, design and prioritise feasible conservation and restoration measures, including soft actions such as monitoring actions and nature-based solutions where relevant.</p> <p>This phase shall include the development of an implementation framework specifying roles, responsibilities, sequencing and indicative timelines, as well as the definition of a monitoring framework with indicators and minimum protocols to support implementation, testing and reporting of selected measures under the LASPEH 2.0 project.</p>
Drafting, validation and finalisation of the Conservation Plan	<p>The Contractor shall consolidate all analyses, findings and planning elements into a comprehensive Conservation Plan for the Barno Lake peatland habitat, prepared as an operational technical document. The Contractor shall ensure internal coherence and technical consistency of the Plan and its annexes.</p> <p>All experts involved in the assignment shall actively participate in the presentation and explanation of their respective findings and proposed measures to the Contracting Authority and relevant site managers. Feedback received during validation and dissemination activities shall be documented and, where appropriate, incorporated into the final version of the Conservation Plan.</p>
Knowledge transfer and dissemination	<p>In the final phase, the Contractor shall support the effective transfer and dissemination of knowledge generated under the assignment. This shall include structured presentations of research findings, conservation measures and monitoring approaches, as well as the preparation of a technical report documenting dissemination activities and feedback.</p> <p>The Contractor shall ensure that all outputs, including datasets, GIS layers, maps and supporting documentation, are delivered in a format enabling their direct use for implementation, monitoring and reporting, and for informing broader guidance documents and transferable solutions within the LASPEH 2.0 project.</p>

4.1.2. Geographical area to be covered

Montenegro

4.1.3. Target groups

Target groups and approach to engagement:

Target group	Role and relevance for the Conservation Plan	Required approach by the Contractor (upon request of the Contracting Authority)
Protected area management authorities and technical staff (Durmitor NP / National Parks of Montenegro)	Primary end-users responsible for day-to-day site management, implementation of conservation measures and monitoring activities.	Presentation of findings and measures in an operational and management-oriented format , with clear guidance on implementation steps, responsibilities and monitoring requirements.
Public institutions and competent authorities for nature protection and restoration policy	Responsible for policy alignment, application of EU nature legislation and decision-making related to restoration planning.	Delivery of technically rigorous and policy-relevant explanations linking field evidence, regulatory context and EU Nature Restoration Law requirements, without legal interpretation.
Technical experts and practitioners (ecologists, conservation specialists, GIS/monitoring experts)	Involved in the design, implementation and evaluation of conservation/restoration measures and soft pilot actions.	Provision of detailed technical presentations and datasets , including methodologies, GIS layers and monitoring indicators, enabling further technical work and replication.
Local stakeholders and resource users in the Barno Lake area	Their activities may influence peatland condition and feasibility of conservation measures.	Communication of findings and proposed measures in a clear and accessible manner , focused on relevance to local practices and long-term sustainability, without oversimplifying technical content.
LASPEH 2.0 project partners and programme-level actors	Users of transferable results, lessons learned and good practices for cross-border exchange and replication.	Presentation of synthesised findings, methodological approaches and transferable solutions , suitable for programme-level learning and dissemination.

Specific target groups and engagement requirements:

Specific target group	Target value	Minimum engagement requirement by the Contractor
Protected area management authority directly responsible for Barno Lake (Durmitor NP / JPNPCG professional service)	2	Technical briefings and validation sessions focused on practical implementation and monitoring.
National competent authority for nature protection / restoration policy alignment	1	Presentation of regulatory analysis, policy-relevant findings and alignment with EU Nature Restoration Law objectives.
Sectoral public agency(ies) relevant for peatland/wetland monitoring and environmental data	2	Presentation of datasets, monitoring frameworks and methodological approaches relevant to biodiversity, hydrology and environmental monitoring.
Local public authority in the intervention area	1	Targeted presentation addressing land-use pressures, access issues and implications of proposed measures for local governance.
Higher education / research organisation	1	Technical exchange on scientific methods, baseline data and analytical approaches supporting the Conservation Plan.
Civil society / NGOs active in biodiversity and protected-area conservation	2	Consultation and validation focused on feasibility, sustainability and complementarity of proposed measures.
Local stakeholder representatives / resource users	2	Appropriately framed engagement addressing relevance of measures to local practices and long-term site sustainability.

4.2. Specific work

WP	Del. ID	Deliverable Name	Contractor Obligation	Due date
WP1 – Joint solution to improve the resilience of identified habitats	D1.1.1	Conservation Plans	Prepare the Conservation Plan for Barno Lake (peatland habitat) based on desk review and field-based ecological assessments , including habitat condition diagnosis, pressures/threats analysis, hydrology/hydrogeology considerations relevant to peatland functioning, conservation/restoration objectives, prioritised measures, implementation sequencing, and a monitoring framework with indicators. Provide annexes with methodologies, field datasets, photo documentation, and GIS-ready outputs (where applicable), and submit draft and final versions for approval by the Contracting Authority.	Draft: within 6 months from the signing of the contract. Final: within 15 days of receipt of consolidated comments and no later than 15 November 2026 .
	D1.1.2	Guide/Manual	Provide a structured input package for the project Guide/Manual derived from the Barno Lake work, including <ul style="list-style-type: none"> - recommended field methodology and minimum dataset for peatland baseline assessment; - practical guidance on selecting feasible restoration/conservation measures; and - a concise mapping of measures and monitoring indicators against the EU Nature Restoration Law logic (objectives–measures–indicators) respecting requirements of project partners and Programme of co-financing LASPSEH 2.0 project.. 	Within 6 months from the signing of the contract (submitted together with the draft Conservation Plan).
WP3 – Enhancement of transnational capacities	D3.2.1	Joint Strategy	Provide a concise contribution to the project Joint Strategy using the Barno Lake Conservation Plan findings, including: <ul style="list-style-type: none"> - a short diagnostic of key peatland pressures and restoration needs; - a proposed set of transferable measures/approaches (including monitoring actions and nature-based solutions) that can be replicated across partner protected areas; - recommended common indicators and minimum monitoring protocol elements suitable for transnational comparison; and - enabling conditions/risks for implementation (institutional, regulatory, operational). <p>The contribution shall be submitted as a stand-alone annex/note in EN (and in ME if requested), suitable for direct integration by the Contracting Authority into the Joint Strategy document.</p>	Within 9 months from the signing of the contract and no later than 30 November 2026 .

4.3. Project management

4.3.1. Responsible body

The contract will be managed by the **Public Institution for National Parks of Montenegro (JPNPCG)** through its **Project Implementation Unit (PIU)** established for the LASPEH 2.0 project. The designated department within the contracting authority responsible for the operational and administrative management of this contract is the **Department for International Cooperation and Project Management** (its appointed project team), acting as the responsible body for all coordination, supervision, and approval procedures related to the implementation of the service contract.

4.3.2. Management structure

The contract will be managed by the **Public Institution for National Parks of Montenegro (JPNPCG)** through its established project management structure. Overall responsibility lies with the institution's senior management, while day-to-day coordination is carried out by the **Project Implementation Unit (PIU)** for the LASPEH 2.0 project.

The **Project Manager** is responsible for routine operational decisions, daily communication with the Contractor, verification of deliverables, and initiation of approval processes in line with Article 20 of the General Conditions. Decisions involving contractual changes, budget adjustments, extensions of deadlines, or any modification affecting contractual obligations must be authorised by senior management.

A **Project Steering Group**, composed of representatives of relevant units and project partners, provides strategic guidance and ensures alignment with programme requirements.

4.3.3. Facilities to be provided by the contracting authority and/or other parties

N/A

5. LOGISTICS AND TIMING

5.1. Location

The location for the performance of services shall be determined in accordance with the needs required for the implementation of the contract activities.

5.2. Start date & period of implementation of tasks

The intended start date is **03.03.2026** and the period of implementation of the contract will be **9** months from this date. Please see point 3 of the main conditions for the actual start date and period of implementation.

6. REQUIREMENTS

6.1. Personnel

The contractor shall propose a **multidisciplinary team of biologists and conservation experts** capable of conducting **field surveys, data analysis and expert conservation assessments**, and drafting the **Conservation Plan for Barno Lake**. As a minimum, the tenderer shall provide:

- a Team Leader/Conservation Planning Expert,
- a Hydrogeology/Hydrology Expert, and
- specialist experts covering key biodiversity groups relevant for lake and wetland ecosystems. One expert may cover more than one specialty **only if** they meet the minimum requirements for each covered profile. Compliance is assessed **per individual expert**, and the contractor remains responsible for ensuring that any proposed replacement maintains **at least the same level of qualifications and experience**.

Note that civil servants and other staff of the public administration of the partner country, or of international/regional organisations based in the country, shall only be able to provide input as experts if it is contrary to national and EU legal frameworks. Otherwise the justification should be submitted with the tender and shall include information on the added value the expert will bring as well on any potential interference or conflict of interest of the proposed expert in his/her function as expert and his/her present or previous functions working as civil servant. Moreover proof should be submitted that the expert is seconded or on personal leave.

The selection procedures used by the contractor to select the experts who provide input to the contract must be transparent, must guarantee the absence of professional conflicting interests and the absence of any discrimination based on former or current nationality, gender, place of residence, or any other ground. The findings of the selection panel must be recorded.

The Organisation & Methodology must include a paragraph demonstrating that a gender sensitive experts' selection procedure has been applied¹

All experts must be independent and free from conflicts of interest in the responsibilities they take on.

The following table provides an indicative overview of the **minimum required expert profiles and team composition** necessary for the successful implementation of the assignment and achievement of the expected outputs.

The expert profiles are grouped into **Key Experts, Senior Experts, Junior Experts, and Non-Key Experts**, reflecting the multidisciplinary nature of the activities and the need to cover a broad range of biodiversity, environmental protection, and technical expertise.

Three alternative team composition scenarios are presented, representing **minimum, optimum, and extended** levels of expert engagement, depending on the scope, complexity, and methodological approach proposed by the Tenderer.

¹ Note that gender balance refers not only to numerical parity, but also to the level of employment and remuneration, roles and functions.

Category	Area of Expertise	Minimum Required No	Optimum Required No	Extended Required No
Key Experts	Biodiversity Conservation and Environmental Protection	1	1	1
Senior Experts	Herpetofauna and Batrachofauna	1	2	2
	Fauna of terrestrial and aquatic invertebrates	1	1	2
	Bryophilous Fauna	1	1	2
	Avifauna (Ornithofauna)	1	1	1
	Vascular flora and vegetation	1	1	2
	Mycoflora	1	2	2
	Hydrology, hydrogeology and geology	1	2	3
Junior Experts (optional)	Field Research Support		0	1
Non-Key Expert (optional)	GIS / Data Processing / Technical Support		0	1
Total Number of Experts		8	11	17

The above table serves as a **demonstration of the minimum requirements** in terms of expert profiles and numbers and does not prescribe a fixed organisational structure.

The **Tenderer is required to clearly define the allocation of roles, responsibilities, and tasks among the proposed experts** within the Organisation and Methodology section, in accordance with its proposed implementation approach and internal organisation.

In particular, the Tenderer shall specify **which Key Expert is responsible for which components, activities, and outputs**, as well as how coordination between Key Experts, Senior Experts, and supporting staff will be ensured.

The Contracting Authority allows the Tenderer to propose a **larger or differently structured team**, provided that the minimum requirements are met and that the proposed organisation ensures effective implementation, quality control, and timely delivery of all outputs.

6.1.1. Expert

The Organisation and Methodology should demonstrate how the contract will comply with these requirements to accomplish the desired output(s). The Organisation and Methodology may include the name of an expert and his profile. Compliance (yes/no answer) of the team (as a whole) with the requirements will be checked, but there will be no marks given to the experts.

#	Field of Expertise	Formal Education	Professional Experience	Professional Engagement	Academic Background	Specific Skills and Competences	
1.	Biodiversity Conservation and Environmental Protection	MA degree in Natural Sciences and/or Environmental Protection	Minimum 10 years of professional experience in flora and vegetation research and environmental protection	Minimum 5 contracts related to coordination of flora and vegetation research and environmental protection activities	Minimum 10 academic research articles in relevant fields and/or presentations at national and/or international conferences	Minimum of 2 multidisciplinary field research missions coordinated or led in the relevant field.	
		OR					
		University degree (BA or equivalent) in Natural Sciences and/or Environmental Protection	Minimum 15 years of professional experience in flora and vegetation research and environmental protection	Minimum 7 contracts related to coordination of flora and vegetation research and environmental protection activities	Minimum 15 academic research articles in relevant fields and/or presentations at national and/or international conferences	Minimum of 3 multidisciplinary field research missions coordinated or led in the relevant field.	
2.	Amphibians and Reptiles (Herpetofauna & Batrachofauna)	PhD degree in Biology (related for field)	Minimum 5 years of professional experience in research in relevant field	Minimum 3 research-related contracts in relevant field	Minimum 2 academic research articles in relevant field and/or presentations at national and/or international conferences	Experience in field surveys, species identification, population assessment and conservation-relevant data collection	
		OR					
		MA degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in relevant field	Minimum 4 academic research articles in relevant field and/or presentations at national and/or international conferences	Experience in conservation planning, habitat assessment, monitoring methodologies and contribution to conservation measures	

2.	Terrestrial and Aquatic Invertebrates	PhD degree in Biology (related for field)	Minimum 5 years of professional experience in research in relevant field	Minimum 3 research-related contracts in the relevant field	Minimum 2 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 2 field research missions participated within the relevant field.
		OR				
		MA degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in the relevant field	Minimum 4 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 3 field research missions participated within the relevant field.
3.	Bryophilous Fauna	PhD degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in the relevant field	Minimum 5 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum 3 years of specific experience in research activities conducted in accordance with Natura 2000 requirements and related EU nature conservation frameworks.
		OR				
		MA degree in Biology (related for field)	Minimum 15 years of professional experience in research in relevant field	Minimum 7 research-related contracts in the relevant field	Minimum 7 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum 3 years of specific experience in research activities conducted in accordance with Natura 2000 requirements and related EU nature conservation frameworks.

2.	Avifauna (Ornitofauna)	MA degree in Biology (related for field)	Minimum 5 years of professional experience in research in relevant field	Minimum 3 research-related contracts in the relevant field	Minimum 2 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 1 field research missions participated within the relevant field.
		OR				
		BA degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in the relevant field	Minimum 4 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 2 field research missions participated within the relevant field.
3.	Vascular flora and vegetation	PhD degree in Biology (related for field)	Minimum 5 years of professional experience in research in relevant field	Minimum 3 research-related contracts in the relevant field	Minimum 2 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum 3 years of specific experience in research activities conducted in accordance with Natura 2000 requirements and related EU nature conservation frameworks.
		OR				
		MA degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in the relevant field	Minimum 4 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum 3 years of specific experience in research activities conducted in accordance with Natura 2000 requirements and related EU nature conservation frameworks.

4.	Mycoflora	PhD degree in Biology (related for field)	Minimum 5 years of professional experience in research in relevant field	Minimum 3 research-related contracts in the relevant field	Minimum 2 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 1 field research missions participated within the relevant field.
		OR				
		MA degree in Biology (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 5 research-related contracts in the relevant field	Minimum 4 academic research articles in the relevant field and/or presentations at national and/or international conferences	Minimum of 2 field research missions participated within the relevant field.
4.	Geology	MA degree in Geology and/or Geography (related for field)	Minimum 5 years of professional experience in research in relevant field monitoring of living habitat parameters - geology)	Minimum 2 research-related contracts in the relevant field (monitoring of environmental parameters)	Minimum 2 multidisciplinary studies in relevant fields or academic research papers in relevant fields.	Minimum of field research Experience in collection, analysis, and interpretation of geological data.
		OR				
		BA degree in Geology and/or Geography (related for field)	Minimum 10 years of professional experience in research in relevant field	Minimum 3 research-related contracts in the relevant field (monitoring of environmental parameters)	Minimum 4 multidisciplinary studies in relevant fields or academic research papers in relevant fields.	Minimum of field research Experience in collection, analysis, and interpretation of geological data.
4.	Hydrogeology	MA degree in the field of engineering sciences - subfield of hydrogeology	Minimum 5 years of professional experience in research in relevant field monitoring of living habitat parameters -hydrology and hydrogeology)	Minimum 2 contracts for hydrogeological research, environmental protection - water quality protection	Minimum 2 multidisciplinary studies in the relevant field	Minimum of field research Experience in collection, analysis, and interpretation of hydrogeological data.
		OR				
		BA degree in the field of engineering sciences - subfield of hydrogeology	Minimum 10 years of professional experience in research in relevant field monitoring of living habitat parameters -hydrology and hydrogeology)	Minimum 5 contracts for hydrogeological research, environmental protection - water quality protection	Minimum 4 multidisciplinary studies in the relevant field	Minimum of field research Experience in collection, analysis, and interpretation of hydrogeological data.

6.1.1. Support facilities & backstopping

The costs for support facilities, including backstopping, are included in the tenderer's financial offer.

6.2. Office accommodation

Office accommodation for each expert providing input to the contract is to be provided by the contractor.

6.3. Facilities to be provided by the contractor

The contractor shall ensure that experts are adequately supported and equipped. In particular it must ensure that there is sufficient administrative, secretarial and interpreting provision to enable experts to concentrate on their primary responsibilities. It must also transfer funds as necessary to support their work under the contract and to ensure that its employees are paid regularly and in a timely fashion. Global price contract does not entail reimbursable/incidental expenditure.

6.4. Equipment

No equipment is to be purchased on behalf of the contracting authority / partner country as part of this service contract or transferred to the contracting authority / partner country at the end of this contract. Any equipment related to this contract which is to be acquired by the partner country must be purchased by means of a separate supply tender procedure.

7. REPORTS

7.1. Reporting requirements

The contractor will submit the following reports in **English** and **Montenegrin** language in one original and 1 copy:

- **Inception Report** of maximum **16 pages** to be produced after **45 days from signing the contract**. In the report the contractor shall describe e.g. initial findings from desk review, the final fieldwork methodology and schedule (incl. survey design, sampling/mapping approach), the analytical framework for baseline assessment and pressures, identification of data gaps and mitigation measures, in addition to the work programme.
- **Interim technical note – Field baseline assessment results** of maximum **18 pages** (main text, excluding annexes), to be submitted **no later than 31 July 2026**. The interim technical note shall summarise completed field activities, present preliminary baseline findings and the key pressures/threats identified, and provide a structured list of missing data (if any) and corrective actions. Supporting evidence (photos, GIS layers, raw/cleaned datasets, field forms) shall be presented in annexes.
- **Draft final report (Draft Conservation Plan)** of maximum **25 pages** main text, excluding annexes in the text free format. This report shall be submitted **no later than 30 September 2026**. The draft shall include: baseline diagnosis, pressures/threat analysis, conservation/restoration objectives, prioritised measures (including monitoring actions/nature-based solutions where relevant), and a monitoring framework. The detailed analyses underpinning the recommendations shall be presented in annexes to the main report (e.g., datasets, GIS outputs, photographic documentation, monitoring protocol and indicators).
- **Final report (Final Conservation Plan)** with the same specifications as the draft final report, incorporating any comments received from the parties on the draft report. The deadline for sending the final report is **15 days after receipt of comments** on the draft final report and in **any case no later than 15 November 2026**. The final report must be provided along with the corresponding invoice

7.2. Submission and approval of reports

The report referred to above must be submitted to the project manager identified in the contract. The project manager is responsible for approving the reports.

In addition to the Project Manager, the reporting procedure shall follow the verification system established under the Interreg IPA CBC South Adriatic Programme. This includes the mandatory First Level Control (FLC), which verifies the eligibility, completeness and accuracy of the reported information and may request corrections, clarifications or amendments. Following FLC validation, the Joint Secretariat (JS) and the Managing Authority (MA) may also provide comments or require further adjustments in line with programme rules. Reports are deemed approved only once all required corrections are incorporated and the Programme bodies confirm compliance within the established deadlines.

8. MONITORING AND EVALUATION

8.1. Definition of indicators

Indicated in sections 2. and 4. of these Terms.

8.2. Special requirements

N/A

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